

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<ul style="list-style-type: none"> <li><i>Union County High School, Horace Maynard Middle School. Math and Science teachers.</i></li> <li><i>Eligible, newly hired teachers, teachers will receive \$1,000 per year for the first three years employed by UCPS</i></li> </ul>	<p><i>\$1,000.00 bonus pay for the first three years of employment at the end of each successful teaching year. A successful teaching is considered a level 3,4,5 rating on the teacher evaluation model.</i></p>	<p><i>There will be \$3,000.00 budgeted for Hard to Staff positions. Only 3 teachers will be eligible.</i></p>	<p><i>\$3,000</i></p>	<p><i>This award makes up less than 1% of the district's annual salary cost.</i></p>
Performance	<p><i>Principal Evaluation: Principals receiving a 3,4,5 on their summative evaluation will earn bonus pay</i></p>	<p><i>Level 3 \$500.00</i>  <i>Level 4 \$750.00</i>  <i>Level 5 \$1,000.00</i></p>	<p><i>9 Principals will be eligible</i></p>	<p><i>\$9,000</i></p>	<p><i>This award makes up 1.6% of the districts cost on the principal's salary line in the district's budget.</i></p>
Additional Instructional Roles or Responsibilities	<p><i>(1) Tutoring</i></p> <ul style="list-style-type: none"> <li><i>Level 3,4,5 teacher</i></li> <li><i>Principal</i></li> </ul>	<p><i>(1) \$3,000 bonus pay for 20 day contract</i>  <i>(2) \$1,000 bonus pay for year.</i></p>	<p><i>(1) 10 positions will be available for this compensation.</i>  <i>(2) 10 positions will be</i></p>	<p><i>(1) \$30,000</i>  <i>(2) \$10,000</i>  <i>(3) \$15,000</i>  <i>(4) \$22,500</i></p>	<p><i>This award makes up 1.7% of the district's annual salary</i></p>

	<p><i>recommendation and teacher application</i></p> <ul style="list-style-type: none"> <li>• <i>ELA and Math endorsement considered first</i></li> <li>• <i>Portfolio of data and skills taught</i></li> </ul> <p><i>(2) Teacher Mentors</i></p> <ul style="list-style-type: none"> <li>• <i>Level 3,4,5 teachers</i></li> <li>• <i>Principal recommendation and teacher application</i></li> <li>• <i>Attend approved mentoring training</i></li> <li>• <i>Weekly meetings</i></li> <li>• <i>Agree to mentor Level 1, 2 teachers as well as novice teachers</i></li> </ul> <p><i>(3) Curriculum and Formative Assessment Development</i></p> <ul style="list-style-type: none"> <li>• <i>Level 3, 4,5 teachers</i></li> <li>• <i>Principal recommendation and application</i></li> <li>• <i>Experienced in subject need as dictated by needs</i></li> <li>• <i>Training in common core</i></li> </ul> <p><i>(4) PLC Leader</i></p> <ul style="list-style-type: none"> <li>• <i>Level 3, 4, 5 teacher</i></li> <li>• <i>Trained in PLC leadership</i></li> </ul>	<p><i>(3) \$3,000 bonus pay for 20 day contract</i></p> <p><i>(4) \$1,500 per year bonus pay</i></p>	<p><i>available</i></p> <p><i>(3) 5 positions will be available</i></p> <p><i>(4) 5 positions will be available</i></p>		<p><i>cost.</i></p>
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	<ul style="list-style-type: none"> <li>• Visit highly effective PLC schools</li> <li>•</li> </ul>				
Education	Only teachers with an advanced degree in the subject area they are currently teaching will receive advanced degree pay on the current salary scale. Examples of advance degrees not eligible are curriculum and instruction as well as administrative. The director of schools will have final approval of acceptable advance degrees.	Base Pay Increase. The amount of pay increase depends on where the employee is on the pay scale for years of experience.	All teachers are eligible for this for this program. 1 teacher is currently enrolled in a M.S. program in the area which he is currently teaching.	\$500.00-\$700.00 per year	This represents less than 1% of the districts expenditures on salary.
Experience	The District will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible	The average step increase in the district is \$473.00 at the B.S. level per year.	The experience payment makes up 1.1% of the districts expenditures on salary.
Other					